

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
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San Francisco

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HOLIDAY PROVISIONS

FOR

**TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)**

IN

AMADOR, CALAVERAS, AND SAN JOAQUIN COUNTIES

61-1245-19

AGREEMENT
BETWEEN
ENVIRONMENTAL PROFESSIONAL ASSOCIATES LTD.
(d.b.a. PROVCO)
AND
LOCAL UNION 1245
OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

R E C E I V E D

Department of Industrial Relations

JAN 30 2001

Div. of Labor Statistics & Research
Chief's Office

TERM: November 5, 1998 - December 31, 1998

ARTICLE XI HOLIDAYS

11.1 The following days will be considered non-workdays:

New Year's Day (January 1)
Memorial Day (Last Monday in May)
Independence Day (July 4)
Labor Day (1st Monday in September)
Thanksgiving Day (4th Thursday in November)
The Friday after Thanksgiving
Christmas (December 25)

- 11.2 When any of the above holidays falls on a Sunday, the Monday following shall be observed as the holiday.
- 11.3 When any of the holidays falls on a Saturday, another agreed to day will be observed as the holiday.
- 11.4 Notwithstanding Section 11.1, employees may be required to work on the above designated holidays which fall on their workdays. In which event any such employee shall be compensated at one and one-half times (1-1/2Xs) his regular rate of pay for all time worked on such days.

ARTICLE XII PTO

- 12.1 EPA PROVCO employees will receive Paid Time-Off (referred to as PTO) based on the following schedule:
- (a) First year, up to thirteen (13) days. An employee will be credited with eight and two-thirds (8-2/3) hours per month of every month of attendance as per Section 12.4 except that he/she may not take any credited time during probationary employment and will only be allowed a maximum of one-half (1/2) his/her credit up to one year.
 - (b) Second year through nine (9) years, up to nineteen (19) days. An employee will be credited with twelve and two-thirds (12-2/3) hours per month for every month of attendance as per Section 12.4.
 - (c) Starting with his/her tenth (10th) year and up, he/she will be allowed up to twenty-five (25) days. An employee will be credited with 16.7 hours per month for every month of attendance as per Section 12.4.
- 12.2 Employees will be permitted their choice of paid days off for any reason (personal, vacation, holidays, non-workdays, etc.) on a seniority basis. If it can be done without

**Memorandum of Understanding on Wages for Line Clearance Tree Trimmers in the
PG&E San Joaquin Division**

Company and Union agree that Line Clearance Tree Trimmers working in the San Joaquin Division shall receive a 4.2% wage hike effective 8/1/2000. Company and Union agree the 3.3% wage hike awarded in February of 2000 shall be retroactive to 1/1/2000. The new wages beginning August 1st 2000 are reflected in the following schedule.

8/1/2000

Foreman (top)	16.67
Foreman (6 months)	15.44
Foreman (start)	15.18
Climber (top)	14.98
Climber (18 months)	14.11
Climber (12 months)	13.40
Climber (6 months)	12.60
Climber (start)	11.01
Groundmen(6 months)	10.27
Groundmen (start)	9.59


Landis Marttila (Union)

8/28/2000


Sam Heinrich (Company)